

# Kiskiminetas Presbytery

## Policy on Appointed Moderators

### When is a Moderator Appointed? Who Appoints the Moderator?

When a congregation is without a Pastor who is a Presbyterian Minister of Word and Sacrament, a Moderator shall be appointed by the Ministry Commission or by the Presbytery.

### Duties of the Moderator

#### ***REQUIRED***

- Moderate Session Meetings
- Moderate Congregational Meetings
- Submit a Quarterly Moderator's Report to the Ministry Commission

#### ***AS NEGOTIATED***

- Moderate other meetings, as necessary
- Offer Pastoral Services, as negotiated (hospital visitation, homebound visitation, end-of-life care, weddings, funerals, etc.)
- Mentor/Supervise Commissioned Pastor or Student Pastor, if applicable

### Moderator Compensation

The compensation schedule for Moderators shall be set by the Ministry Commission or by the Presbytery. Appointed Moderators shall receive a 1099 tax form from the treasurer of the congregation for each tax year in which they serve.

Under no circumstance is it appropriate for a congregation to request that the Moderator donate his/her time. This creates financial inequality between congregations with Moderators. Moderators shall be paid monthly, unless a different payment schedule is agreed upon by the Moderator and the Session.

### Compensation Schedule (Levels of services are negotiated based on the schedule below)

#### **A. Meetings**

Moderators shall be compensated at a minimum of \$100 per meeting. These may be meetings of the Session, Congregation, Deacons, Trustees, or other church committees or task groups.

#### **B. Continuity of Care**

A 'continuity of care' (retainer) shall be paid at \$50 per month when no session meeting is called.

#### **C. Pastoral Services**

Moderators shall be compensated at a minimum of \$25 per hour of pastoral service offered.

#### **D. Supervision**

Moderators shall be compensated at a minimum of \$100 per month if they supervise a Commissioned Pastor or Student Pastor, or any pastor who is not moderating.

#### **E. Mileage**

Mileage shall be reimbursed for all travel related to moderating at the maximum IRS approved rate.

#### **F. Other expenses**

All other expenses, like telephone calls, shall be negotiated by the Moderator and Session.